

**Expanded Indicator 5-4**  
**Disciplinary/Adverse Actions - Rate per 1000 Employees**

**Number of Actions in Each Category by Fiscal Year**

Category	Fiscal Year								
	91	92	93	94	95	96	97	98	99
<b>Army</b>									
Suspensions	648	1,002	755	652	693	789	871	845	748
Removals for Cause	1,151	993	901	770	446	455	468	372	329
Resignations While Adverse Action Pending	59	35	56	55	47	54	51	40	43
Change to a Lower Grade	23	16	10	13	8	21	4	4	8
Total Disc/Adverse Actions	1,881	2,046	1,722	1,490	1,194	1,319	1,394	1,261	1,128
Size of the Workforce	310,815	289,473	260,292	247,871	239,741	228,456	217,263	207,651	199,388
<b>DOD</b>									
Suspensions	4,826	5,161	2,981	2,721	3,215	3,456	3,450	3,102	NA
Removals for Cause	4033	3846	3532	2912	1827	1,936	1,664	1,600	NA
Resignations While Adverse Action Pending	258	217	202	223	222	206	170	164	NA
Change to a Lower Grade	66	70	52	50	36	54	29	42	NA
Total Disc/Adverse Actions	9,183	9,294	6,767	5,906	5,300	5,652	5,313	4,908	NA
Size of the Workforce	924,206	907,444	850,466	812,691	767,327	732,687	691,201	663,387	NA
<b>Federal Government</b>									
Suspensions	9,328	10,494	7,288	7,660	8,737	8,888	9,027	8,402	NA
Removals for Cause	11,545	10,246	9,136	8,335	5,582	5,957	5,511	5,259	NA
Resignations While Adverse Action Pending	618	517	526	520	521	451	385	412	NA
Change to a Lower Grade	241	218	172	157	129	139	101	92	NA
Total Disc/Adverse Actions	21,732	21,475	17,122	16,672	14,969	15,435	15,024	14,165	NA
Size of the Workforce	2,199,486	2,191,546	2,123,116	2,050,172	1,967,751	1,897,067	1,836,052	1,810,341	NA

Army data include US-citizen appropriated fund employees (military & civil function). Army National Guard (Title 32) are excluded.

DOD data include Army, Navy, Air Force, & Fourth Estate (except for Defense Intelligence Agency); US-citizen appropriated fund employees. Army & Air Force National Guard (Title 32) are excluded.

Government-wide data include all employees in OPM's Civilian Personnel Data File (CPDF). The CPDF includes only US-citizen appropriated fund employees. National Guard (Title 32) are included.

Note that Government-wide data will be heavily influenced by inclusion of DOD data; DOD data will be influenced by inclusion of Army data.

### Expanded Indicator 5-4 (Cont.)

### Disciplinary/Adverse Actions - Rate per 1000 Employees

The Nature of Action (NOA) and Legal Authority Codes (LACs) used are shown below. Note that these are the current LACs. The collection of historical data required the use of a few different LACs.

**Suspensions:**

NOA: 450 LAC: VAA, VAB, V4J & ZEM, VAV & ZEM, VAC, VWJ, VAD & USP, VAE & USR, USP, USR

NOA: 452      LAC: VAJ, VHJ, USM

**Removals for Cause:**

NOA: 330      LAC: RYM, V5J, V6J, V7J, V8J, V4J & ZEM, VAJ, VHJ, UPM, UQM, LUM;

NOA: 356      LAC: QGM, QHM, VWP, VWR, U2M, LUM, VAJ

NOA: 385      LAC: L2M, L4M, L5M, L6M, L8M, V2M, VYM, VUM, LXM

NOA: 386      LAC: ZLK, ZLM, ZLJ, ZLL

### Resignations While Adverse Action Pending:

NOA: 312      LAC: R5M, R7M, R8M, R9M, RUM

NOA: 317      LAC: R5M, RQM, RRM, RSM

**Change to Lower Grade:**

NOA: 713      LAC: QGM, QHM, VWP, L9M, VWR, U2M, U2M & N2M

Denial of within-grade increase (NOA 888, LAC Q5M, Q5M & VLJ) is not included because of concern about data accuracy.

**Expanded Indicator 5-4 (Cont.)**  
**Disciplinary/Adverse Actions - Rate per 1000 Employees**

**MACOM Data for FY99**

<b>Cmd Code</b>	<b>MACOM</b>	<b>Suspension</b>	<b>Removal for Cause</b>	<b>Resignation While Adv. Act Pending</b>	<b>Change to Lower Grade</b>	<b>Total Disc/ Adverse Actions</b>
AE	ACQ EXEC SPT AGCY	0	0	0	0	0
AS	INSCOM	0	0	1	0	1
AU	AAA	2	1	1	0	4
CB	CIDC	4	1	0	0	5
CE	USACE	114	29	3	0	146
E1	USAREUR*	14	23	0	0	37
FC	FORSCOM**	59	24	6	0	87
GB	NGB (Title 5)	4	0	0	0	4
HR	RESERVE CMD	33	44	3	3	85
JA	JOINT ACTIVITIES	3	3	0	0	6
MA	MIL ACADEMY	12	7	0	0	19
MC	MEDCOM***	159	73	7	1	240
MT	MTMC	10	3	1	0	14
MW	MDW	18	2	2	0	22
P1	USARPAC	24	12	0	0	36
P8	8TH ARMY/KOREA	3	3	1	0	7
PC	MEPCOM	14	7	1	0	22
RC	USAREC	8	4	2	0	14
SC	SPACE & STRAT DEF	1	0	0	0	1
SP	USASOC	2	2	0	0	4
SU	USARSO	1	1	0	0	2
TC	TRADOC	52	18	4	2	76
X1	AMC	164	57	6	2	229
	HQDA****	47	15	5	0	67
<b>ARMY WIDE</b>		<b>748</b>	<b>329</b>	<b>43</b>	<b>8</b>	<b>1128</b>

\* Includes command code J1 (NATO/SHAPE).

\*\* Includes command code CZ (Information Systems Command) and FS (Signal Command).

\*\*\* Includes command codes HS (Health Services Command) and MD (Surgeon General).

\*\*\*\* Includes command codes CS (Office, Chief of Staff, Army), MP (PERSCOM), SA (Office, Sec Army), SB (FOA of OSA), SE (FOA of Army Staff -- OA22), SF (FOA of Army Staff), SJ (Joint & DOD Acts), SS (Staff Support Agencies of HQDA).